



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: NICOLAS ABTS-OLSEN
Unit of Assignment: B243T
Position Title: POLICE OFFICER

Serial No.: 7715
Hire Date: 12/30/2013
Supervisor: D. RAGUSO #6793
Separation 11/25/18

We appreciate you taking a few minutes to tell us about your experience here at SPD.
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?
I have accepted a position as a Deputy with the King County Sheriff's Office.

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?
Yes. I think that there are benefits to KCSO such as all uniforms provided, having a take home car, a better schedule that has more days off in between work weeks, and being able to be on the same schedule as my significant other (who also works for KCSO).

3. Would you like to work for SPD again in the future? If so, in what role?
Yes. If KCSO does not work out for me I would like to continue to be a police officer for SPD.

4. What did you enjoy most about working at SPD and/or your position?
I really liked my squad and the camaraderie. I also liked working a busy shift in the East Precinct that allowed me to attend a lot of different training and obtain numerous extra certifications.

5. What did you enjoy least about working at SPD and/or your position?
Lack of community support, constantly being investigated by OPA, and only having two days off between work weeks.

6. What factors had a positive effect on morale in the department?
New uniforms and baseball hats.

7. What factors had a negative effect on morale in the department?
Lack of community support, constantly going to OPA for minor issues or errors, not having a contract for nearly 4 years, and the schedule is exhausting because you don't get a lot of time to decompress after busy work weeks.

8. What suggestions do you have for improving the job and/or department for others?
Allow Sergeants to be frontline supervisors and reserve OPA for allegations of major misconduct. The command staff should also do more to show support for officers and back them when they have to make tough decisions in the field.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?
Yes.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.
Yes. The department does a great job allowing officers to attend trainings in their areas of interest and supports continuing training.

11. Do you consider the salary you received to be competitive?
Initially yes, but currently without a contract no because other agencies make more money than we do.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?
If not, please explain.
Yes.

13. Is there anything else you would like to add?
I don't want to leave and go through the process of starting over with a new agency, but I feel that long term it will be best for my family life and my personal life for the above listed reasons. I appreciate SPD for hiring me and allowing me to become a well trained police officer.

 11/07/18
Employee Signature / Date

Interviewer Signature / Date

SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

EE 4(c) [REDACTED]
Resigned 01/11/18

Employee Name: LELAND ALLEN Serial No.: 7737
Unit of Assignment: B252T Hire Date: 4/2014
Position Title: POLICE OFFICER Supervisor: SGT. NEIL LARKIN

We appreciate you taking a few minutes to tell us about your experience here at SPD.
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

I WAS MADE AWARE THAT SPD DOES NOT OFFER MEDICAL AND DENTAL ONCE YOU RETIRE.

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

BETTER OPPORTUNITY DUE TO THE RETIREMENT BENEFITS BUT ALSO THE BUILT IN INCENTIVES.

3. Would you like to work for SPD again in the future? If so, in what role?

I WOULD HAVE NO PROBLEM TAKING A POSITION IN THE PATROL SECTION.

4. What did you enjoy most about working at SPD and/or your position?

GREAT DEPARTMENT AND GREAT CO-WORKERS

5. What did you enjoy least about working at SPD and/or your position?

THE LACK OF SUPPORT WITH OUR CITY COUNCIL. IT WAS AS IF WE WERE ON A DIFFERENT TEAM.

6. What factors had a positive effect on morale in the department?

GREAT SGT, LT, AND CAPTAIN AT SOUTHWEST (SGT LARKIN, LT. STRAND & SMITH, CAPT DAVIS) MY SQUAD WAS ALSO GOOD

7. What factors had a negative effect on morale in the department?

NO CONTRACT AND THE FACT THAT IT IS NOT IMPORTANT TO OUR CITY. LACK OF INCENTIVES AT THE PATROL LEVEL UNDER 7 YRS. POLICIES AND DUTIES DICTATED BY OPA AND NON-POLICE PERSONNEL. ALSO PROSECUTING ATTORNEY NUMBERS BASED ON OUR ARRESTS.

8. What suggestions do you have for improving the job and/or department for others?

ALLOW OFFICERS TO TAKE MORE CONTROL OF THE STREETS (NOT BULLYING) BUT GIVE US THE ABILITY TO PUT SOME INTIMIDATION TO THOSE "CAREER CRIMINALS".

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

YES

10. Do you feel there were sufficient professional development opportunities?

Please explain what you feel is being done right in this area and where there is room for improvement?

SOMEWHAT SUFFICIENT, HOWEVER THERE SHOULD BE SOME TIME TO PURSUE FOLLOW UP UNITS AND/OR EDUCATION.

11. Do you consider the salary you received to be competitive?

SALARY WAS NOT A PROBLEM

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

YES

13. Is there anything else you'd like to add?

IF SPD OFFERED THE RETIREMENT BENEFITS THE OTHER AGENCY HAS, I WOULDN'T BE FILLING OUT THIS FORM.



Employee Signature / Date



Interviewer Signature / Date



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: Nicholas Bielecki

Unit of Assignment: C125F

Position Title: Student Officer

Serial No.: 8569

Hire Date: 09/26/2018

Supervisor: Officer Grant

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

Failure of the FTO program,

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

N/A

3. Would you like to work for SPD again in the future? If so, in what role?

Yes, as a sworn officer.

4. What did you enjoy most about working at SPD and/or your position?

The challenges of dynamic calls and learning how to de escalate them.

5. What did you enjoy least about working at SPD and/or your position?

Changing precincts during the FTO program. This made it very challenging to understand the people I would interact with.

6. What factors had a positive effect on morale in the department?

I noticed that once the union contract was signed, morale in the department improved.

7. What factors had a negative effect on morale in the department?

I have noticed that when a shift is below minimum staffing, morale would be effected.

8. What suggestions do you have for improving the job and/or department for others?

I believe hiring more sworn officers would better the Seattle Police Department.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

I believe that the SPD has a vast amount of professional development opportunities and can not think of any areas to improve.

11. Do you consider the salary you received to be competitive?

Yes I do.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?
If not, please explain.

Yes.

13. Is there anything else you would like to add?

Not at this time.

Nikhil Bhatia 02/01/2018
Employee Signature / Date

Interviewer Signature / Date

SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: ALAN CARR Serial No.: 4253
Unit of Assignment: BACKGROUND Hire Date: APR 1979
Position Title: DET Supervisor: DOE WICKHOLSON

We appreciate you taking a few minutes to tell us about your experience here at SPD.
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

RETIRE - 38 YEARS

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

3. Would you like to work for SPD again in the future? If so, in what role?

OF COURSE - BACKGROUND

4. What did you enjoy most about working at SPD and/or your position?

THE CURRENT SUPERVISORS ARE "ALL" LEVELS ARE FANTASTIC TO WORK WITH.

5. What did you enjoy least about working at SPD and/or your position?

NO COMPLAINTS FROM ME - CITY COUNCIL SUCKS

6. What factors had a positive effect on morale in the department?

THE CURRENT SUPERVISORS - ALL OF THEM

7. What factors had a negative effect on morale in the department?

MEDIA CITY COUNCIL MAYOR
OPA NO SUPPORT NO CONTRACT

8. What suggestions do you have for improving the job and/or department for others?

EXPAND BACKGROUND UNIT

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

YES

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement?

YES

11. Do you consider the salary you received to be competitive?


ON MY NEXT CONTRACT I WILL AGREE. 4 yrs ??

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

YES - ALL SOLID PROFESSIONALS

13. Is there anything else you'd like to add?

THIS HAS BEEN A GREAT CAREER

 6/30/18

Employee Signature / Date

Interviewer Signature / Date



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: WILLIAM J. COLLINS
Unit of Assignment: B112M
Position Title: OFFICER

Serial No.: 5548
Hire Date: 5.2.90
Supervisor: S. SCHENCK

We appreciate you taking a few minutes to tell us about your experience here at SPD.
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

RETIREMENT 6/29/18

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

MY FERVENT DESIRE IS TO REMAIN UNEMPLOYED...

3. Would you like to work for SPD again in the future? If so, in what role?

I WOULD DEFINITELY WORK FOR SPD AGAIN. ROLE UNKNOWN...

4. What did you enjoy most about working at SPD and/or your position?

THE CHALLENGE OF THE JOB AND THE INDEPENDENCE IT GAVE ME TO GO OUT AND DO THE JOB. BEING TRUSTED TO USE COMMON SENSE AND GET THE JOB DONE.

5. What did you enjoy least about working at SPD and/or your position?

OPEN HOMOPHOBIA TOLERATED BY SUPERVISORS MOSTLY DURING THE FIRST FIFTEEN YEARS OF MY CAREER.

6. What factors had a positive effect on morale in the department?

THOSE RARE INSTANCES WHEN BOTH COMMANDERS AND POLITICIANS SUPPORTED THE OFFICERS WHEN DOING A DIRTY JOB.

7. What factors had a negative effect on morale in the department?

STAFFING. THE DEPT HAS TOO MANY DETECTIVES DOING NOTHING AND TOO MANY OFFICERS & DETECTIVES DOING NON-POLICE WORK.

8. What suggestions do you have for improving the job and/or department for others?

RELAX STANDARDS FOR TYPE I U OFF. DOCUMENTING AN "OUCH" IS RIDICULOUS AND A MORALE KILLER.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

YES.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

YES. I ENJOYED THE ABILITY TO CHOOSE ASSIGNMENTS AND TOOK ADVANTAGE OF IT. IT ALL MADE ME A BETTER OFFICER.

11. Do you consider the salary you received to be competitive?

YES. NO COMPLAINTS. THOUGH, COMPENSATION TO FTOs IS INADEQUATE. HAVING A STUDENT OFC. IS A LOT OF WORK AND MANY GOOD OFFICERS DO NOT SEE FTOING AS WORTHWHILE.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?
If not, please explain.

OF COURSE. WE WORKED TOGETHER NINE HOURS A DAY...

13. Is there anything else you would like to add?

I LEAVE HAPPY...

William Collins #5548 6.2.18

Employee Signature / Date

Interviewer Signature / Date

SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: Dowsing, William - E
Unit of Assignment: Patrol B123W
Position Title: Police Officer

Serial No.: 7688
Hire Date: 9/19/13
Supervisor: J. Harris #4376

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

Seeking other law enforcement employment, specifically for a better schedule, more pay/incentives, and a community with stronger support for LE.

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

Yes, the schedule will allow me to see my family more, the pay will allow me more opportunities to invest/prepare for retirement, and the community support will cause less stress.

3. Would you like to work for SPD again in the future? If so, in what role?

Yes, if the patrol schedule was changed to more days off and if the contract/wages were increased. Currently, these things cause a lot of stress to my family. I would try to return to patrol if this changed.

4. What did you enjoy most about working at SPD and/or your position?

The training opportunities, the high call volume, the camaraderie, and the experience.

5. What did you enjoy least about working at SPD and/or your position?

The poor schedule, the poor staffing level, the lack of citizen support, and the ~3.5 years without a union contract.

6. What factors had a positive effect on morale in the department?

The high volume of training and the professionalism and motivation of the officers on the department.

7. What factors had a negative effect on morale in the department?

The poor schedule, poor staffing levels, internal discipline, and lack of a current contract.

8. What suggestions do you have for improving the job and/or department for others?

A schedule with more days off, increasing staffing to safe levels, and settling the contract negotiations.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

generally yes. However, often I was the only long-gun (shotgun) officer in my squad and I feel that all officers should be equipped with a long-gun.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Yes, there were many training opportunities and I was lucky to get many chances to learn new skills. However, staffing frequently made scheduling training difficult.

11. Do you consider the salary you received to be competitive?

No. Our officers are expected to perform at an extremely high level, but have not been paid at that level for over 3 years.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

Yes and no. During shift, I had time to develop relationships. Off-duty, the limited days off and court-code schedule meant I had little time to spend with my peers.

13. Is there anything else you would like to add?

Overall, I believe working for SPD was a great opportunity and a great honor. I was lucky to learn from and work with many of the best people. I have the honor of knowing.

 5/2/16
Employee Signature / Date

 5/2/16
Interviewer Signature / Date



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: MICHAEL G DRAKE JR.
Unit of Assignment: POST-BLEA
Position Title: POLICE RECRUIT

Serial No.: 8594
Hire Date: 12/29/2017
Supervisor: TODD NELSON

We appreciate you taking a few minutes to tell us about your experience here at SPD.
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

Inability to perform critical job duties due to previous injury, as well as inability to react or be consistent in performance of critical job duties necessary to become a sworn officer, and perform daily duties.

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

N/A

3. Would you like to work for SPD again in the future? If so, in what role?

YES. ALTHOUGH I DON'T MEET THE SKILLS NEEDED TO BE AN LEO, I FEEL I WOULD BE A HIGHLY QUALIFIED CANDIDATE FOR PARKING ENFORCEMENT. I HAVE OVER 30+ YEARS OF SALES/CUSTOMER RELATIONS WORKING WITH THE PUBLIC.
IN ADDITION, I HAVE ALREADY PASSED THE POLYGRAPH, BACKGROUND, CIVIL SERVANT TEST, PSYCH, PASSED THE FITNESS/PAT THREE TIMES, AND CJTC ACADEMY.

4. What did you enjoy most about working at SPD and/or your position?

EVERYTHING. THE SPD IS ONE OF THE FINEST DEPARTMENTS IN THE COUNTRY. ADDITIONALLY, I TRULY ENJOYED THE CAMARADERIE OF WORKING WITH OTHERS, PASSION/MISSION/PRIDE OF EVERYONE ASSOCIATED WITH SPD, INSTRUCTION/PROFESSIONALISM OF THE SPD INSTRUCTORS.

5. What did you enjoy least about working at SPD and/or your position?

N/A

6. What factors had a positive effect on morale in the department?

THE PRIDE, PROFESSIONALISM, AND QUALITY OF EVERYONE ASSOCIATED WITH THE DEPARTMENT

7. What factors had a negative effect on morale in the department?

N/A

8. What suggestions do you have for improving the job and/or department for others?

N/A

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

YES. SPD HAS A GENEROUS AND BEST IN CLASS QUARTERMASTER. TIM DIKEMAN AND STAFF GO OUT OF THEIR WAY TO INSURE THAT EVERY OFFICER HAS THE BEST EQUIPMENT NEEDED TO PERFORM THE JOB.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

YES.

11. Do you consider the salary you received to be competitive?

YES.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

YES.

13. Is there anything else you would like to add?

N/A

 8/6/18
Employee Signature / Date

 8/6/2018
Interviewer Signature / Date



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: SCOTT D. ENRIGHT

Serial No.: 5370

Unit of Assignment: PATROL UNIT B252F

Hire Date: 6/89

Position Title: POLICE OFFICER

Supervisor: WILLIE ASKEW

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

I AM ELIGIBLE FOR RETIREMENT, AND I BELIEVE THE POLITICAL WINDS ARE MAKING IT TOO POLITICALLY DANGEROUS TO BE A POLICE OFFICER IN SEATTLE.

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

I WILL BE WORKING PART TIME IN HOSPITAL SECURITY. I BELIEVE IT IS A BETTER OPPORTUNITY FOR ME BECAUSE I DO NOT CARRY A FIREARM, AND I CAN WORK PART TIME, WHICH I CHOOSE TO WORK.

3. Would you like to work for SPD again in the future? If so, in what role?

I WOULD NOT BE ADVERSE TO WORKING IN A NON-COMMISSIONED ROLE.

4. What did you enjoy most about working at SPD and/or your position?

THE ABILITY TO EASILY TAKE TIME OFF ON SHORT NOTICE, AND LEARNING TO INTERACT AT A HUMAN LEVEL WITH THE PEOPLE IN SEATTLE.

5. What did you enjoy least about working at SPD and/or your position?

THE POST D.O.T. POLITICAL INFLUENCE ON DEPARTMENT OPERATIONS, AND WHAT SEEMS TO BE AN INCREASINGLY SPINELESS LEGAL SYSTEM.

6. What factors had a positive effect on morale in the department?

PROMOTING STEVE WILKIE TO ASSISTANT CHIEF

7. What factors had a negative effect on morale in the department?

THE STRONG INFLUENCE OF LOCAL AND STATE POLITICS,
BASED LARGELY ON IGNORANCE.

8. What suggestions do you have for improving the job and/or department for others?

FIND A WAY TO INSULATE THE CHIEF FROM BEING BEHOLDEN
TO CITY POLITICIANS. THE MAYOR AND CITY COUNCIL SHOULD
NOT BE ABLE TO FIRE THE CHIEF

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

YES

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

YES

11. Do you consider the salary you received to be competitive?

YES

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?
If not, please explain.

YES

13. Is there anything else you would like to add?

Employee Signature / Date

Interviewer Signature / Date



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: David Fitzgerald
Unit of Assignment: North Precinct
Position Title: Lieutenant

Serial No.: 6652
Hire Date: March 96
Supervisor: OLDONNEL

We appreciate you taking a few minutes to tell us about your experience here at SPD.
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

2(b)

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

N/A

3. Would you like to work for SPD again in the future? If so, in what role?

NO

4. What did you enjoy most about working at SPD and/or your position?

N/A

5. What did you enjoy least about working at SPD and/or your position?

N/A

6. What factors had a positive effect on morale in the department?

N/A

7. What factors had a negative effect on morale in the department?

N/A

8. What suggestions do you have for improving the job and/or department for others?

N/A

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

N/A

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

N/A

11. Do you consider the salary you received to be competitive?

N/A

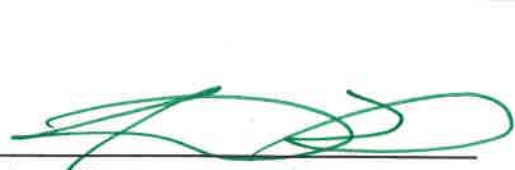
12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

N/A

13. Is there anything else you would like to add?

NO

Employee Signature / Date



Interviewer Signature / Date

6/11/18

 6/11/18

SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: Michele Hackett
Unit of Assignment: NARCOTICS
Position Title: DETECTIVE

Serial No.: 5388
Hire Date: 08/02/1989
Supervisor: SGT. MARK HAZARD

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

AFTER 29 YEARS OF WORKING LONG, HARD HOURS IN PRO-ACTIVE UNITS —
NARCOTICS, SOUTH + WEST ACT TEAMS, MOUNTAIN BIKES — I AM READY
TO RETIRE. BECAUSE NARCOTICS UNIT IS SO UNDER-STAFFED, MY CASE LOAD
IS HUGE AND WITH PC FOR SEARCH WARRANTS QUICKLY GOING STALE, I HAVE BEEN
PUTTING EXTRA HOURS, ALMOST DAILY, AND MOSTLY UNPAID (ON MY TIME) INTO WORK AT HOME.

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

N/A

I LOVE MY JOB BUT
AM GETTING TIRED AND
AM READY TO FINALLY PUT
MY OWN FAMILY FIRST.

3. Would you like to work for SPD again in the future? If so, in what role?

I AM A TRUE SPD LOYALIST. I LOVE OUR DEPARTMENT AND THE PEOPLE
I WORK WITH. I AM VERY PROUD OF OUR WORK PRODUCT AND THE
CONNECTIONS I'VE MADE WITH MEMBERS OF THE COMMUNITY. IT IS TIME FOR ME
TO PUT MY FAMILY FIRST, FOR THE FIRST TIME IN 29 YEARS. I WOULD WORK FOR SPD
AGAIN IN THE FUTURE, BUT I WOULD WANT PART-TIME AND/OR WORK FROM HOME OPTION.

4. What did you enjoy most about working at SPD and/or your position?

I LOVED THE COMRADESHIP OF THE "TEAMS" I'VE WORKED ON —
NARCS AND THE ACT TEAMS. I ALSO LOVE LISTENING TO NEIGHBOR COMPLAINTS OF
DRUG HOUSES AND PERSONALLY TAKING RESPONSIBILITY TO ELIMINATE/FIND SOLUTIONS FOR THEIR
PROBLEMS TO MAKE THEM FEEL SAFER. I LOVE THAT CHALLENGE AND MAKING PEOPLE FEEL

5. What did you enjoy least about working at SPD and/or your position?

LIKE I REALLY CARE BY SOLVING
THEIR PROBLEMS — BECAUSE I DO.
AS A LEFT-LEANING CENTRIST POLITICALLY, I TAKE GREAT PRIDE IN OUR DEPARTMENT'S DIVERSITY
AND OUR LEVEL OF PROFESSIONALISM AND RESPECT WE SHOW TO ALL MEMBERS OF COMMUNITY. IT IS
EXTREMELY FRUSTRATING TO CONSTANTLY HEAR NOTHING BUT ATTACKS AND SECOND-GUESSING
FROM SEATTLE COUNCIL MEMBERS WHO FREQUENTLY MAKE ACCUSATIONS BASED ON THEIR OWN
BIASES AND WITH NO REGARD TO FACT.

6. What factors had a positive effect on morale in the department?

THE MEN AND WOMEN IN OUR DEPARTMENT, I BELIEVE,
ARE TOP-NOTCH. I ALSO LOVE THE EVERY DAY PEOPLE
WHO LIVE/WORK IN SEATTLE WHO ARE OUR "CUSTOMERS."
KIND AND SUPPORTIVE WORDS FROM THEM AND BETWEEN
EACH OTHER MAKE EVERY HARD CALL OR CASE
WORTH EVERY BIT OF EFFORT. — IT IS IMPORTANT TO
FEEL VALUED.
I FEEL SORRY FOR THOSE OFFICERS IN
PATROL WHO DO THEIR VERY BEST IN THE
FACE OF CHAOS AND MAYHEM, RISKING
THEIR SAFETY FOR OTHERS, ONLY TO BE
CRITICIZED ON A SEEMINGLY FREQUENT
BASIS.

7. What factors had a negative effect on morale in the department?

THE CONSTANT CRITICISM FROM THE CITY COUNCIL; THE LACK OF A CONTRACT FOR SEVERAL YEARS (AND THIS IS A COMMON PRACTICE); IT SEEMS LIKE EVERYTHING AN OFFICER DOES IS SCRUTINIZED FOR ANY + ALL VIOLATIONS — SUCH AS NO NAME TAG OR FAILURE TO ACTIVATE SOMETHING — WE ARE HUMAN, DOING THE BEST JOB WE CAN. IT SEEMS LIKE WE ARE NO LONGER AFFORDED ANY BENEFIT OF THE DOUBT.

8. What suggestions do you have for improving the job and/or department for others?

DEVELOP STRONG LEADERS WHO SUPPORT GOOD POLICE WORK, + ALLOW FOR OFFICERS TO DO PROACTIVE ENFORCEMENT WITHOUT FEAR OF COMPLAINT. WE HAVE GOOD PEOPLE ON OUR DEPT WHO WANT TO DO THEIR BEST FOR ALL IN THE COMMUNITY. REMOVE THIS STRESS OF COMPLAINT AND PUNISHMENT AND FOCUS ON THE BIG PICTURE.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

YES, FOR THE MOST PART. BEING IN NAKCS, I COULD HAVE USED MORE SURV (ELECTRONIC) EQUIPMENT TO TAKE THE PLACE OF IN-PERSON SURVEILLANCE — TO SAVE TIME AND MONEY.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

YES

11. Do you consider the salary you received to be competitive?

BECAUSE OF HOW MUCH WE ARE ASKED AND EXPECTED TO DO IN THIS DEPARTMENT, INCLUDING HANDLING THE MOST VIOLENT OF CRIMES EVERY SINGLE DAY, MENTALLY ILL PEOPLE IN CRISIS, MASSIVE PROTESTS, ETC., I BELIEVE SPD SHOULD BE PAID FAR ABOVE ALL OTHER DEPTS IN WA STATE IN ORDER TO BE COMPETITIVE AND NOT LOSE OFFICERS TO OTHER DEPTS — WHILE THEY ARE APPRECIATED MORE, DO LESS, AND MAY GET PAID MORE.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

YES — I WAS EXTREMELY FORTUNATE TO HAVE HAD FANTASTIC SUPERVISORS AND PEERS — SOME OF WHOM HAVE PROMOTED TO VERY HIGH POSITIONS.

13. Is there anything else you would like to add?

I BELIEVE — HANDS DOWN — WE ARE THE BEST, MOST PROFESSIONAL, AND MOST RESPECTFUL POLICE DEPARTMENT AND I AM SO PROUD TO HAVE BEEN PART OF SUCH A WONDERFUL ORGANIZATION. I STILL LOVE MY JOB — IT IS JUST TIME FOR ME TO STOP PUTTING WORK FIRST AND START SPENDING MORE TIME AT HOME WITH MY KIDDOS.

 07/25/2018

Employee Signature / Date

Interviewer Signature / Date



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

If you'd like to meet to
review pls email:

4(a)

Employee Name: BRAD HAMMERMASTER

Serial No.: 4957

Unit of Assignment: OPERATIONS - PATROL 82330

Hire Date: 10/1/85

Position Title: OFFICER

Supervisor: ASGT FITZGERALD

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

I'M READY TO BE RETIRED AND SPEND MORE TIME
WITH MY FAMILY.

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

N/A

3. Would you like to work for SPD again in the future? If so, in what role?

NO

4. What did you enjoy most about working at SPD and/or your position?

THE FEELING OF MAKING A POSITIVE DIFFERENCE
AND THE ESPRIT DE CORPS WITH SQUAD MATES

5. What did you enjoy least about working at SPD and/or your position?

CITY POLITICS AND BA BIASED MEDIA

6. What factors had a positive effect on morale in the department?

- ① A CHIEF WHO WOULD PUBLICLY SUPPORT OFFICERS
- ② A GOOD IMMEDIATE SUPERVISOR
- ③ A GOOD CHAIN OF COMMAND.

7. What factors had a negative effect on morale in the department?

① A POLICE CHIEF WHO DOES NOT PUBLICLY SUPPORT OFFICERS.
② LACK OF SUPPORT FROM CITY GOVERNMENT

8. What suggestions do you have for improving the job and/or department for others?

FIGURE OUT A WAY TO REAT+ RETAIN THE YOUNG OFFICERS WHO ARE LEAVING. THEY ARE THE BEST OFFICERS AND THE FUTURE OF SPD.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

I BELIEVE I DID. WHEN SPD IMPLEMENTED "STREET SKILLS" TRAINING IT MOVED THE PROFESSIONALISM FROM "GOOD" TO "WELL TRAINED"

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

I THINK WORKING FOR A LARGER DEPARTMENT PRESENTS PLENTY OF JOB OPPORTUNITIES WITHIN. I THINK THE CURRENT PROCESS TO MOVE TO DIFFERENT JOB POSITIONS IS GOOD.

11. Do you consider the salary you received to be competitive?

IT IS COMPETITIVE BUT... THE AGGRAVATION OF A NON-SUPPORTIVE CITY GOVERNMENT AND OVER AGGRESSIVE LOCAL MEDIA IS CORROSIVE.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

YES. I CHERISH MANY THE RELATIONSHIPS I HAVE DEVELOPED OVER THE YEARS

13. Is there anything else you would like to add?

I HOPE THIS DEPARTMENT WILL DEVELOPE A PLAN TO RETAIN ITS YOUNGER OFFICERS WHO ARE LEAVING AT AN ALARMING RATE. THIS IS A CURRENT EMBARRASSMENT TO THE CITY.



Employee Signature / Date

11/14/18

Interviewer Signature / Date



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: Amanda Hirata

Serial No.: 7740

Unit of Assignment: B241E / Patrol

Hire Date: 4/16/14

Position Title: Police Officer

Supervisor: Sgt. St. John

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

Tired of my daily commute from Tacoma and the amount of time I spend in traffic.

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

No. Same job, different department with similar opportunities.

3. Would you like to work for SPD again in the future? If so, in what role?

Yes but only if I ever moved closer to the city. I would like to go back to patrol

4. What did you enjoy most about working at SPD and/or your position?

My co-workers and others that I met within the department

5. What did you enjoy least about working at SPD and/or your position?

My commute

6. What factors had a positive effect on morale in the department?

None

7. What factors had a negative effect on morale in the department?

City members and community members negative view of the department and lack of respect. ~~from~~ Officers being proactive and still getting in trouble.

8. What suggestions do you have for improving the job and/or department for others?

Stand behind your officers and let them know the department will back them up should something happen.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

yes

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

yes. SPD offers plenty of outside training opportunities to grow your career if interested.

11. Do you consider the salary you received to be competitive?

yes

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

yes

13. Is there anything else you would like to add?

I enjoyed my time at SPD despite how some community members felt. I think it's a good department as long as you don't get bogged down by the negativity of officers brought on by officers and the community.


Employee Signature / Date

Interviewer Signature / Date



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

separation: 11/28/18

Employee Name: Joel P. Huston
Unit of Assignment: PATROL 1st Watch William
Position Title: PATROL OFFICER

Serial No.: 5937
Hire Date: 11/29/93
Supervisor: _____

We appreciate you taking a few minutes to tell us about your experience here at SPD.
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

Retirement

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

N/A

3. Would you like to work for SPD again in the future? If so, in what role?

YES, NON-SWORN

4. What did you enjoy most about working at SPD and/or your position?

EVERYTHING

5. What did you enjoy least about working at SPD and/or your position?

No comment

6. What factors had a positive effect on morale in the department?

No comment



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: Jago, Gregory A Serial No.: 8531
Unit of Assignment: B113M (3rd watch Patrol) Hire Date: 5/23/2017
Position Title: Officer Supervisor: Sgt D. Hockett

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

To pursue a sworn officer position
with the Kent Police Department.

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

Yes. I have asked many officers that I
respect (and that have some time with SPD) if
they would stay at SPD if they were in my
position. The great majority stated they would not
stay.

3. Would you like to work for SPD again in the future? If so, in what role?

Currently, I do not have any intention of
returning to work at SPD in the future.

4. What did you enjoy most about working at SPD and/or your position?

I enjoyed the work itself and greatly
enjoyed the officers I had the chance to
work with.

5. What did you enjoy least about working at SPD and/or your position?

I did not enjoy the hyper-aggressive nature
of OPA. It felt like officers were guilty until proven
otherwise, while our suspects were presumed innocent.

6. What factors had a positive effect on morale in the department?

The officers and sergeants I worked with
did a great job of looking out for each other.

7. What factors had a negative effect on morale in the department?

OPA, EIS, low (almost non-existent) threshold to make UOF reports.

8. What suggestions do you have for improving the job and/or department for others?

Nothing at this time.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes. The equipment I was issued was of good quality. The rest of my equipment was purchased by myself.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Yes. I was provided excellent training both initially and ongoing.

11. Do you consider the salary you received to be competitive?

Yes. I have no complaints about compensation at SPD.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

Yes. No further comment.

13. Is there anything else you would like to add?

I greatly appreciate the opportunity to begin my law enforcement career with SPD. The officers, sergeants, and Lieutenants I have worked for have been amazing. I wish the department as a whole had ~~me~~ given me the same feeling.

 12/10/18
Employee Signature / Date

Interviewer Signature / Date



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Resigned: 10/31/18

Employee Name: LEENSTRA, JACOB R.
Unit of Assignment: PATROL
Position Title: OFFICER

Serial # 7479
Hire Date: 4-22-2008
Supervisor: JEFF GEOGHAGAN

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

I HAVE ACCEPTED A JOB OFFER WITH THE KING
COUNTY SHERIFF'S OFFICE.

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

THE SHERIFF'S OFFICE PROVIDES THE OPPORTUNITY TO
WORK CLOSER TO HOME, TAKE HOME CAR, LONGER
WEEKENDS, AND SIMILAR PAY.

3. Would you like to work for SPD again in the future? If so, in what role?

I WOULD CONSIDER IT IF THE KCSO DID NOT PROVIDE
ME SIMILAR OR BETTER JOB SATISFACTION. IF I HAD
CHOSEN TO STAY WITH SPD I WAS WORKING TOWARDS
A POSITION WITH SWAT.

4. What did you enjoy most about working at SPD and/or your position?

I WAS GIVEN MANY OPPORTUNITIES TO TRAIN AND
IMPROVE MY ABILITIES IN PATROL. I ENJOYED
MENTORING YOUNGER OFFICERS.

5. What did you enjoy least about working at SPD and/or your position?

PATROL STAFFING WAS OFTEN DIFFICULT TO WORK
WITH.

6. What factors had a positive effect on morale in the department?

WORKING IN PARTNER (2 PERSON CAR) SIGNIFICANTLY
IMPROVED MY MORALE WHEN STAFFING ALLOWED.
WORKING CLOSELY WITH SQUAD MATES.

7. What factors had a negative effect on morale in the department?

SOME OF THE DECISIONS MADE BY OPA AND THE LONG PERIODS OF TIME OFFICERS WORKED WITHOUT A CONTRACT.

8. What suggestions do you have for improving the job and/or department for others?

MANY DEPARTMENTS OFFER SIMILAR WAGES WITH LONGER WEEKENDS. PATROL STAFFING AND QUALITY OF NEW OFFICERS NEEDS IMPROVEMENT.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

THE DEPARTMENT HAS ADOPTED MANY MODERN UNIFORM PIECES THAT IMPROVED COMFORT. THE EXPANSION OF THE RIFLE PROGRAM WAS ALSO APPRECIATED.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

THE PROPOSED CONTRA

11. Do you consider the salary you received to be competitive?

THE PROPOSED CONTRACT IS COMPETITIVE, BUT LONG OVERTIME.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

-YES, THE SOUTH PRECINCT IS A VERY TIGHTLY KNIT GROUP OF OFFICERS.

13. Is there anything else you would like to add?

SPD IS A GREAT DEPARTMENT, MY FAMILY NEEDS ME HOME MORE OFTEN AND IT IS MY HOPE THAT MY NEW JOB WILL GIVE ME THAT OPPORTUNITY.

 10-12-18
Employee Signature / Date

Interviewer Signature / Date

SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: DAVID LEONARD Serial No.: 5342
Unit of Assignment: HARRIS UNIT Hire Date: 01/89
Position Title: POLICE OFFICER/DIVER Supervisor: SGT D. HARRIS

We appreciate you taking a few minutes to tell us about your experience here at SPD.
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

N/A

3. Would you like to work for SPD again in the future? If so, in what role?

YES. CIVILIAN PHOTO

4. What did you enjoy most about working at SPD and/or your position?

THE VARIETY OF WORK

5. What did you enjoy least about working at SPD and/or your position?

THE CITY AND ITS POLITICS. SPD IS A GREAT DEPARTMENT. THE CITY IS TOO BIASED AGAINST VS TO APPRECIATE JUST HOW GREAT WE ARE.

6. What factors had a positive effect on morale in the department?

IN THE LAST COUPLE OF DECADES, MV. POOR MORALE IS RAMPANT

7. What factors had a negative effect on morale in the department?

THE CITY AND HOW THEY SEE VS. ZERO SUPPORT

8. What suggestions do you have for improving the job and/or department for others?

THE DEPT NEEDS REAL OFFICERS. GIVE ARE THE DAYS OF EFFECTIVE POLICING AND ENFORCEMENT.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

YES.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement?

NO.

11. Do you consider the salary you received to be competitive?

NO CONTRACT. WE WORK AROUND MILLIONAIRES/
BILLIONAIRES. IMPOSSIBLE TO LIVE HERE.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

YES. WE ARE A CLOSE FAMILY.

13. Is there anything else you'd like to add?

NOTHING. WAS A GREAT JOB. I FEEL PRIVILEGED
TO HAVE BEEN EMPLOYED BY AND SERVED WITH SPD.

Garth Jermal 01/02/2019

Employee Signature / Date

Interviewer Signature / Date

SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: Jah Lofton
Unit of Assignment: Seattle Police Parking
Position Title: PEO

Serial No.: 7225
Hire Date: 8/8/2007
Supervisor: J. Kasube

We appreciate you taking a few minutes to tell us about your experience here at SPD.
Please use additional sheets if needed for your answers.

1. What is your reason for leaving? Transfer to another city department.
2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?
No.
3. Would you like to work for SPD again in the future? If so, in what role?
Management System Analyst
4. What did you enjoy most about working at SPD and/or your position?
SPD allowed me the opportunity to actively serve the city with outreach and enforcement.
5. What did you enjoy least about working at SPD and/or your position?
Lack of diversity (within parking and SPD)
6. What factors had a positive effect on morale in the department?
officer camaraderie (in parking)
7. What factors had a negative effect on morale in the department?
Lack of understanding of differences, insufficient leadership at times and no transparency.
8. What suggestions do you have for improving the job and/or department for others?
Stronger leadership in management and direction.
9. Did you have the necessary equipment to successfully complete your job? If not, please explain? No, on several occasions I had to wait for months for a piece of equipment (rain jacket) to be approved via the chain of command.
10. Do you feel there were sufficient professional development opportunities?
Please explain what you feel is being done right in this area and where there is room for improvement? No, I don't feel like there were sufficient professional development opportunities. The city is a very welcoming place and more diversity training would benefit everyone.

11. Do you consider the salary you received to be competitive?

No.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

peers - yes
supervisors - No, it always felt like an, "us against them" environment.

13. Is there anything else you'd like to add?

No.

Jeff 2/9/18
Employee Signature / Date

Interviewer Signature / Date

SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: NEIL LOW Serial No.: 2954
Unit of Assignment: PATROL Hire Date: 07-31-1968
Position Title: NIGHT COMMANDER Supervisor: A/C WIELSKE

We appreciate you taking a few minutes to tell us about your experience here at SPD.
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

RETIREMENT @ 50 YEARS

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

N/A

3. Would you like to work for SPD again in the future? If so, in what role?

CONSULTANT

4. What did you enjoy most about working at SPD and/or your position?

FELLOW EMPLOYEES AND GOOD LEADERSHIP. FAVORITES:
CARMEN BEST, KATHY OTOOLE, GIL KERLIKOWSKI, AND
PAT FITZSIMONS.

5. What did you enjoy least about working at SPD and/or your position?

W.T.O. - POOR PLANNING AND CONFUSED LEADERSHIP.

6. What factors had a positive effect on morale in the department?

HIGH ETHICAL STANDARDS, PROFESSIONALISM.

7. What factors had a negative effect on morale in the department?

IT WAS CORRUPT WHEN I JOINED IN 1968. EFFECTS
LINGERED, MADE IT DIFFICULT TO WORK HERE

8. What suggestions do you have for improving the job and/or department for others?

CONTINUE THE EMPHASIS ON HIGH QUALITY TRAINING.
WHAT I'VE SEEN IN PAST 3 TO 4 YEARS IS SOME OF
THE BEST EVER.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

1999
EXCEPT DURING W.T.O. → INADEQUATE TRAINING
AND OUT OF DATE GEAR

10. Do you feel there were sufficient professional development opportunities?

Please explain what you feel is being done right in this area and where there is room for improvement?

BY SPD
AS A CADET I WAS RECRUITED OUT OF COLLEGE DURING VIETNAM. - SO I HAD TO SERVE - A FEW YEARS LATER IT WAS EXPECTED THAT I TAKE A DEGREE. GOT THE 2 YEAR AND THEN REQUIRED FOR CAPTAIN'S PROMOTION. GOT THAT TOO - ON

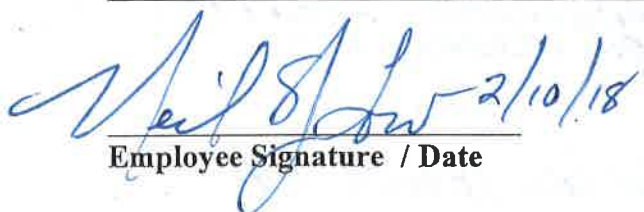
11. Do you consider the salary you received to be competitive? MY OWN → CUM LAUDE
NOW, YES.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

YES

13. Is there anything else you'd like to add?

KATHY O'TOOLE HAS THE QUALS TO RUN FOR PRESIDENT. SHE CAN LEAD ANYTHING SHE SETS HER MIND TO.

 2/10/18

Employee Signature / Date

Interviewer Signature / Date

SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: Marty Malone

Serial No.: 7719

Unit of Assignment: B242E

Hire Date: 12/31/2013

Position Title: Police Officer

Supervisor: Sgt. Ziemer

We appreciate you taking a few minutes to tell us about your experience here at SPD. Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

I have accepted employment with the King County Sheriff's Office.

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

Yes,

I think given the current climate in Seattle I will be backed more by the Sheriff's office which will in turn allow me to be a more proactive Law Enforcement Officer. Having a feeling of support allows one to give their all to the job and focus on what matters which is protecting and serving others.

3. Would you like to work for SPD again in the future? If so, in what role?

Yes,

I would love to return to the Seattle Police Department as an Officer if changes were made to improve the workplace environment and the moral of Officers.

4. What did you enjoy most about working at SPD and/or your position?

I enjoy making a difference in the lives of others. I think the city of Seattle is the pride of Washington state and I was proud to be employed in such a forward-thinking city. My fellow officers were amazing coworkers that showed me what it means to be a peace officer.

I enjoyed protecting the fine people that call Seattle home. Seattle means a lot to me as I have always considered it the center of economy and entertainment for our state. I enjoyed visiting the city as a child and it was a dream come true working in the city.

5. What did you enjoy least about working at SPD and/or your position?

I think the extreme scrutiny that officers face in Seattle is unjust and misplaced. I often see amazing officers being punished for doing their job and by punishing them making them lose the desire to be

proactive. Officers are in career preservation mode and with it comes a diminished level of crime prevention. I dislike being told to do less and to only handle routine calls for service. My desire to work in Law Enforcement stems from my desire to prevent criminals from hurting innocent victims. I worry for the safety of the citizens of Seattle when criminals are more empowered than people that protect the city.

One day I hope the city can right itself like a ship with a great crew but for now all I see is a ship floundering in the sea. The leadership at this department is second to none and I know they see the trend of officers leaving the department. Something is bound to give to allow the Seattle Police Department to once again be a beacon of what is right in the world of Law Enforcement, sadly that feels like it's in the distant future.

6. What factors had a positive effect on morale in the department?

First and foremost is and always will be my fellow officers. Each and every day these individuals don the uniform of a Seattle Police Officer then place themselves in harm's way to protect others. Secondly the fine people of Seattle make me proud to serve them.

7. What factors had a negative effect on morale in the department?

The media and misguided that live-in Seattle. Often times people on the streets will call you derogative names and throw insults. Our own city council members call officers "murders" without listening to all the facts. It is hard sometimes to stay positive when somedays it feels like some people of Seattle don't want you there.

8. What suggestions do you have for improving the job and/or department for others?

A better schedule would be nice vs our current four on two days off which makes planning things rather inconvenient. Improve the OPA process to fix obvious erroneous complainants. By allowing supervisor to correct issues with officers if applicable by solving some things on the lowest level you improve officer's ability to police and improve relation with supervisors.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

No,

I think officers should be issued better means of protection from larger caliber weapons. Many officers purchased rifle plates on their own to rectify that issue. Some officers were not even issued ballistic rated helmets which provide extra protection in high risk situations.

Additionally, officers need better access to long guns and the training that goes along with such weapon systems.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement?

No.

With a large department like Seattle there is a sense that you can go anywhere and experience all the different aspects of law enforcement. Sadly, the truth is the numbers don't allow movement as freely as many would be led to believe. I have seen many officers waiting to move to other units but staffing prevents movement.

11. Do you consider the salary you received to be competitive?

Not Currently. Many departments make the same as us or more with far less restrictions and far less scrutiny.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

Yes.

13. Is there anything else you'd like to add?

I want to thank every member of the Seattle Police Department. I loved my time working here regardless of the issues that are plaguing the department at this time. One day I know this department will find a way to right itself and on that day, I will be the first person to return asking for a chance to serve the people of Seattle.

Thank you for the opportunity to work for this amazing department and thank you for making me the officer I am today.

 5.10.18
Employee Signature / Date

 5-10-18
Interviewer Signature / Date
5760



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: Melisande Manning
Unit of Assignment: SW PCT CPT
Position Title: POLICE OFFICER

Serial No.: 7695
Hire Date: 10/15/2013
Supervisor: LT. RON SMITH

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

I have accepted employment with another police agency.

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

Yes this job is a better opportunity for me as I look to longevity in my law enforcement career and planning for life after my law enforcement career.

3. Would you like to work for SPD again in the future? If so, in what role?

At this moment I am unsure.

4. What did you enjoy most about working at SPD and/or your position?

I have most enjoyed meeting and forming/fostering relationships w/ my coworkers.

5. What did you enjoy least about working at SPD and/or your position?

I have least enjoyed serving an unkind, hostile community that is empowered in continuing poor behaviors.

6. What factors had a positive effect on morale in the department?

Employees with positive mindsets and healthy behaviors.

7. What factors had a negative effect on morale in the department?

A combination of the persons representing local government who embody selfishness, unkindness, ignorance, and intolerance as primary characteristics

8. What suggestions do you have for improving the job and/or department for others?

Ask some of these questions to current employees who have not elected to separate from this department.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes, I have.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Yes. For the times I have expressed interest in attending training, temporary assignments, & transfers, I have experienced positive responses and helpful information.

11. Do you consider the salary you received to be competitive?


Yes

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

Yes

13. Is there anything else you would like to add?

I am thankful for the opportunity to serve, to acquire more experience, to learn, to grow, and to give within this community as a member of the Seattle Police Department.

 6/27/2018
Employee Signature / Date

 6/27/2018
Interviewer Signature / Date



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: Christopher McNulty

Serial No.: 6102

Unit of Assignment: FFFE – USSS TFO

Hire Date: 05 May 1995

Position Title: Detective – Digital Forensic Examiner

Supervisor: _____

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

After 23 years with the SPD, I am leaving to pursue new career opportunities outside of law enforcement.

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

I am leaving SPD to become the Manager for Cyber Threat Intelligence for a telecommunications company. This will allow me to merge my skills as a cyber-crime investigator, digital forensic examiner, and the skills I have as a US Army Intelligence Warrant Officer and lead a small team of technical experts. Unfortunately, continuing in this technical investigative track in law enforcement does not provide the opportunity to grow as a manager, supervisor, or leader of technical experts.

3. Would you like to work for SPD again in the future? If so, in what role?

I would absolutely work for SPD or The City of Seattle again in the future. I have had nothing but success and support throughout my career and have been proud to be a member of this department for the last 23 years. I would be honored to stay affiliated with SPD as a “reserve” or “special commission” officer in order to continue to work with the ECTF, assist with cyber-crime cases, digital forensic examinations, and serve as a conduit for effective knowledge management in this specific technical facet of law enforcement.

4. What did you enjoy most about working at SPD and/or your position?

I have enjoyed every position I have held on this department: patrol, FTO (10 years), DOC NCI Team (3 years) detective (6+ years DV and FFFE), and Task Force Officer. Probably the most rewarding years I experiences were 1998-2008 when I was an FTO: it was the most challenging assignment and probably had the most impact on leaving SPD a better institution than when I joined.

5. What did you enjoy least about working at SPD and/or your position?

The hardest thing about working for SPD has been the seemingly slow decline in staffing over the last few years. The downstream impacts of this appear to involve morale, response time, and opportunities. I realize this is a multi-faceted issue and not linked to one specific issue, unit, or person.

6. What factors had a positive effect on morale in the department?

7. What factors had a negative effect on morale in the department?

8. What suggestions do you have for improving the job and/or department for others?

I strongly encourage the department to develop their digital forensic and cyber-crime capability. We currently have very skilled and experienced experts who do this work; however, we only have 3-4 of them spread across the ECTF and ICAC. All investigations have a digital nexus. The demand for digital forensic examiners and the ability to effectively identify, seize, examine, and articulate digital evidence for investigators will only increase.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?
Absolutely.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Yes. As a Task Force Officer, I feel there was more than enough opportunity for professional development and improving my skill set. In the general sense of professional development as a law enforcement officer: yes. I was very fortunate to have been able to work myriad assignments throughout the city.

11. Do you consider the salary you received to be competitive?

The current salary for SPOG members is very competitive.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?
If not, please explain.

Yes.

13. Is there anything else you would like to add?

No, thank you.

Chris McNulty #6102 14 DEC 2018

Employee Signature / Date

Interviewer Signature / Date



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: Trevin Mercer

Serial No.: 8318

Unit of Assignment: B2315

Hire Date: April 15, 2015 (Resigned 06/17/18)

Position Title: Police Officer

Supervisor: Sgt. Wilson

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

I have accepted a position with a law enforcement agency in Pierce County, closer to home.

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

Yes the department I am going to work for is closer to home, with a takehome car.

3. Would you like to work for SPD again in the future? If so, in what role?

I would not rule out working for SPD in the future if things do not work out with a different agency.

4. What did you enjoy most about working at SPD and/or your position?

My squad, 1st watch South Precinct, is the best squad of law enforcement professionals I have ever worked with.

5. What did you enjoy least about working at SPD and/or your position?

The supervisors and ~~and~~ elected officials in the city readily sacrificing hard working officers' for personal gain.

6. What factors had a positive effect on morale in the department?

The individual officers that in spite of the climate in Seattle still go out every day to make life better for people that live in, work in and visit Seattle.

7. What factors had a negative effect on morale in the department?

The ever increasing emphasis on restricting police officers from doing pro-active police work. The overbearing push for people to file complaints against officers without also pushing the process for complimenting officers for a job well done.

8. What suggestions do you have for improving the job and/or department for others?

Allow officers, and encourage them, to work pro-actively to improving the quality of life of the people we serve.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

More officers should have access/training to ALPR vehicles and investigative tools like DAPS, Lexus Nexus, or LINX.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Sufficient.

11. Do you consider the salary you received to be competitive?

Yes

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

My peers yes. I also had an unfortunate situation where a supervisor filed completely false allegations against me in retaliation for being interviewed by her supervisor regarding my direct supervisor.

13. Is there anything else you would like to add?

I thank the men and women of SPD for their professionalism and strong moral compass.

Employee Signature / Date

Interviewer Signature / Date

SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: John Montagna Serial No.: 5368
Unit of Assignment: B 121 P Hire Date: May 1989
Position Title: Police Officer Supervisor: Sgt. Marks

We appreciate you taking a few minutes to tell us about your experience here at SPD.
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

Retirement

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

N/A

3. Would you like to work for SPD again in the future? If so, in what role?

I don't think so

4. What did you enjoy most about working at SPD and/or your position?

SPD was a good job

5. What did you enjoy least about working at SPD and/or your position?

The last 6 or so years were overbearing w/ all the policy & procedures changes, all of which were not for the benefit or protection of the officer.

6. What factors had a positive effect on morale in the department?

7. What factors had a negative effect on morale in the department?

The last 6-8 years. Every body seems unhappy

8. What suggestions do you have for improving the job and/or department for others?

I have no suggestions, sorry.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

yes

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement?

N/A

11. Do you consider the salary you received to be competitive?

yes

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

I don't understand this question

13. Is there anything else you'd like to add?

NO

J. Montagna 3-18-18
Employee Signature / Date

Interviewer Signature / Date

SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: James Moran

Serial No.: #6834

Unit of Assignment: B113V

Hire Date: September 2004

Position Title: Police Officer

Supervisor: Sgt Bourns #5670

We appreciate you taking a few minutes to tell us about your experience here at SPD. Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

I require a better schedule. Working the 4/2 3rd watch has worked up until this point in my life but my health and rest have suffered. As my sons get older I would like to see them more.

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

I have accepted a position with the Tumwater Police department. The work schedule is a 4 on 4 off which will allow me to get more rest, better health and see my sons with greater frequency.

3. Would you like to work for SPD again in the future? If so, in what role?

If SPD were to ever change the patrol schedule to a four ten shift or something similar I would come back. If allowed to come back I would like to pick up where I left off, West Precinct patrol.

4. What did you enjoy most about working at SPD and/or your position?

I really enjoyed working West Precinct patrol. Even though I have only been assigned to patrol I have been given the opportunity to with West ACT for a time, given that I had going to ACT and Undercover schools. West Precinct gives you a great amount of opportunity to do many things.

5. What did you enjoy least about working at SPD and/or your position?

The least enjoyable thing about working at SPD is the work schedule hours. Third watch afforded me the most time with the family due to commute I have but I have sacrificed sleep and my health. Working first watch or second watch I would have no time to see my family. Any other schedule outside patrol would have been an absolute disaster for me.

6. What factors had a positive effect on morale in the department?

I can only speak for myself as to what positively affected me as far as morale in this department for. I have had some great supervisors to include Sgt, Lt and Capt that had motivated me and kept things fun and interesting. I have had a some of the best coworkers both inside and outside of my squad. So despite whatever political/departamental issue was going on at a time these people kept the focus on job and the day in and day out of why we do what we do.

7. What factors had a negative effect on morale in the department?

How the outside media sometime portrays SPD. Not sure how SPD could change that. After working here a few years I quit watching the news.

8. What suggestions do you have for improving the job and/or department for others?

Change the patrol schedule to something more in line with every other Police Department a four/ten schedule or something similar. We had negotiated this in a previous contract but never actually implemented it.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes, SPD has always been able to provide the appropriate equipment and training to use it.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement?

SPD gave me a great amount of training over the years. This is one area that gives me great concern over leaving. I have worked as an acting Sgt and have gone through all of the Sgt's training allowing me to effectively perform the duties as a Sgt. SPD has provided a large amount of in house training to improve Officers skills on every aspect of the job, DUI detection, evidence gathering, advance team tactics, rifle school the list goes on. I will sorely miss this part of SPD.

11. Do you consider the salary you received to be competitive?

The salary I've been given has been satisfactory. Given that I live in Thurston County I have been able to provide well for my family. I don't think I could have said the same thing if I live in King County. With that being said I am taking a pay cut to have a better schedule with a better quality of life.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

Some of the best people I've met and trust have come about by the ability to meet and develop friendships with peers and supervisors here at SPD.

13. Is there anything else you'd like to add?

This has not been an easy decision on my part to leave. With two young sons, I need a better quality of life and more rest. With the professional development, the mentoring, training and experience I've been able to have over the years here I hope that I could inspire anyone I meet to want to come work for SPD.

 3.5.2018
Employee Signature / Date

Interviewer Signature / Date



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: Joshua Northeast

Serial No.: # 8396

Unit of Assignment: B123W

Hire Date: 1/11/2016

Position Title: Patrol Officer

Supervisor: Sgt Jerry Harris

Resigned: 11/03/18

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

I needed a better work schedule in order to be home more with my family.

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

Yes, offers me a better work schedule and shorter commute.

3. Would you like to work for SPD again in the future? If so, in what role?

I plan on staying with my new department.

4. What did you enjoy most about working at SPD and/or your position?

The hard working people of the Seattle Police Department.

5. What did you enjoy least about working at SPD and/or your position?

Overall, great experience. Only problem was work schedule and commute.

6. What factors had a positive effect on morale in the department?

Patrol morale is very low.

Scanned 10/29/18

7. What factors had a negative effect on morale in the department?

No backing from the City, an OPA and community.

8. What suggestions do you have for improving the job and/or department for others?

Better work schedule. Officers need days off to spend time with family and de-stress.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Yes. I was able to become an BST Instructor.

11. Do you consider the salary you received to be competitive?


At the time, no. I will make more money and have better opportunities at my new department.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

Yes.

13. Is there anything else you would like to add?

Morale is very low in Patrol. Officers feel they can't be proactive due to fear of OPA as well as very low staffing. More support towards Patrol would greatly benefit the hard working officers of SPD.

 + 8396
Employee Signature / Date

10/25/2018

Interviewer Signature / Date



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: _____

Serial No.: _____

Unit of Assignment: _____

Hire Date: _____

Position Title: _____

Supervisor: _____

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

3. Would you like to work for SPD again in the future? If so, in what role?

4. What did you enjoy most about working at SPD and/or your position?

5. What did you enjoy least about working at SPD and/or your position?

6. What factors had a positive effect on morale in the department?

7. What factors had a negative effect on morale in the department?

8. What suggestions do you have for improving the job and/or department for others?

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

11. Do you consider the salary you received to be competitive?

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

13. Is there anything else you would like to add?

Cameron B Olinger
Digitally signed by Cameron B Olinger
Date: 2018.12.14 11:32:58 -08'00'

Employee Signature / Date

Interviewer Signature / Date



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: Brian S Patenaude

Serial No.: 7669

Unit of Assignment: B113M

Hire Date: 5/28/2013

Position Title: NCI Team (Police Officer)

Supervisor: D. Hockett

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

The lack of support from the City, Officers being called "murderers" by a city council member and that SPD doesn't just have bad apples but that the "whole tree" is bad (Sawant), aggressive OPA, out of touch Chain of Command (CoC). Majority of complaints are internal and not from a disgruntled community member. The politicizing of the department. Being forced to adhere to a political ideology that most Officers disagree with. No raise in 4 years. Being told we are the model of reform yet we still need to change "fundamentally" whatever that means.

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

Yes, Tacoma PD offers incentive pay for shifts (3-5%), college and military (2%), second language (2%) CALEA (2%). You are given a take home car. Tuition Reimbursement. The city is large enough to work several specialty units in course of career. My service, training and experience are recognized by TPD and can be used for advancement. COLA each year regardless of contract. 100% quartermaster system. Twice as much deferred comp matching. Medical after retirement (VEBA) None of these things are offered to SPD Officers

3. Would you like to work for SPD again in the future? If so, in what role?

I am not going to say no. If fundamental changes are made I would consider returning to SPD as an Officer.

4. What did you enjoy most about working at SPD and/or your position?

The most enjoyable part about working for SPD are the rank and file people. They will be missed dearly. The NCI position was a lot of fun due to the heavy work load and fast pace of work. The size of City and Dept provided a fast paced work environment. Medical Coverage co-pay is nice. Training opportunities

5. What did you enjoy least about working at SPD and/or your position?

Constantly being subjected to nonsense complaints for doing good police work. Being told to not on-view or be proactive due to dismal staffing numbers. Being told to not enforce certain laws (local and federal). The lack of cases being filed on crimes that matter to the community. The catering to drug abusers and the homeless. King County Politics. Having undue stress every-time I check my email for fear there is a notice of complaint.

6. What factors had a positive effect on morale in the department?

The people in the rank and file. SPOG Ofc of the Month, Relief assn awards.

7. What factors had a negative effect on morale in the department?

Subjected to demoralizing training (likened to Nazi's, Biased etc), lack of support from City and CoC, policy is constantly changing and impossible to know confidently and adhere too it 100% of the time. Most feel there is no gray area. No contact. No staffing, not being able to take any time off due to dismal staffing. Unsafe staffing issues; being told we cannot augment extra bodies when we are below minimum staffing levels for the night by the watch commander due to "budget."

8. What suggestions do you have for improving the job and/or department for others?

In my close to 6 years our roll call was visited by the PCT Capt 1 time and not once by a Chief. If the CoC had more skin in the game I feel that officers would feel more appreciated. Having a CoC that would stand up to the City Council and not enact illegal orders (body cams etc.) Allow officers to do their jobs without fear of complaint or scrutiny from within the dept. GET RID OF HANDCUFF PAIN UOF, handcuffs are not designed for comfort. Most arrestees have abscesses on their wrists from injecting illegal drugs.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Yes and No. Earlier on I felt that those who were proactive and qualified for a position were at least given a 30 day or even advancement to a follow up/specialty unit. In recent years due to lack of staffing I feel that there has been little opportunity to advance (speaking from 3rd West POV). I know of several quality officers whose memos have been denied for 30 days etc due to lack of staffing; leaving these officers frustrated when they see other officers from 2nd watch getting the opportunity instead.

11. Do you consider the salary you received to be competitive?

No, it once was, not any longer. I have been told every day for the past 4 years that we are "one day closer" or "a contract is just around the corner." I have no faith in the City ever coming to an agreement. And, once contract is ratified, how many more years will we go without a contract once the new one expires.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?
If not, please explain.

Yes, because I took the initiative and hosted quarterly squad parties at my home which were heavily attended.

13. Is there anything else you would like to add?

Officers are feeling that they are nothing more than a political punching bag; that they are the sacrificial lambs on the alter of so called Police Reform. Not a single officer Ive talked too knows what the end game is, whats expected of us and if there is even a finish line in sight for this "fundamental" change at the "core" of our department. While pay may again be competitive if a contact is ever ratified, high pay does me no good as the sole provider of home if I am ever on unpaid admin leave, have unpaid disciplinary days off or have criminal charges brought against me by a bogus complaint investigated by an over zealous OPA for simply doing my job.

B. Patenaude 8/25/2018

Employee Signature / Date

Interviewer Signature / Date



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: ANDREW PELLOQUIN
Unit of Assignment: B253W
Position Title: POLICE OFFICER

Serial No.: 5980
Hire Date: 6/4/94
Supervisor: Sgt NORTON
Retired: 11/27/18

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

SEE ATTACHED

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

3. Would you like to work for SPD again in the future? If so, in what role?

4. What did you enjoy most about working at SPD and/or your position?

5. What did you enjoy least about working at SPD and/or your position?

6. What factors had a positive effect on morale in the department?

1. I have had enough. There is a severe lack of support from the leadership in our city. (City council, Mayor, previous mayors and command staff and community.) Comments by city council calling us murderers and saying that we are all bad officers doesn't sit well with those that put their lives on the line for them every day. We've undergone scrutiny for years calling us racists and heavy handed/using too much force. They stated that we needed reform, allowed DOJ to come in and they never left, even though their investigations proved that we were not the things they were calling us. We were told we were a model for reform and apparently, that's not good enough either because they are still here. OPA continually using our videos as fishing expeditions to create additional complaints even though the initial complaint was proven false. This has been the case since implementing the video cameras. Knowing violating our contract by forcing us to wear body worn video cameras. The creation of the "Bias Policing" law targeting officer's. Civilianizing OPA. Most recently the Community Police Commission stating that they want our proposed contract rejected. This all just proves that our department is in a downhill tail spin with no end in sight and it had been going on for the past 10 years. The mass exodus should speak volumes about what the officers think about all of the changes and what they have done to this department.
2. I'm retiring 5 years earlier than I had planned because of the environment created. So, yes, I will be continuing to work and yes, it will be a better opportunity.
3. Absolutely not; but thanks for asking. I use to think that the work I did mattered, but time and time again we're reminded that we are just numbers.
4. The health care, the officers I've worked with over the years and being able to make a difference in the community.
5. Constantly being second guessed and micro-managed for doing good work. Also, being told to stop enforcing low level crimes (loitering, drinking in public, jay walking, trespassing, DWLS) in the event that it may turn into a use of force. Stemming from the jay-walker who rightfully got punched after assaulting the officer. Keep in mind that the use of force starts with responding to the suspects actions.
6. The support from officers I've worked with, The awards banquet and the "quality" leadership I have over the years even though it was limited to a handful of supervisors.
7. No contract for 4 ½ years and it's still not resolved. The lack of support from our command staff, Mayor, city council, and community. Having to attend training where we were compared to Nazi's. Having to implement ridiculous ideas over the years because of some assistant chiefs college paper. (POP program, SARA projects, Directed Patrol, and most recently MCCP.) All of these created to make it appear we came up with a new way of policing and then to try to keep our stats up when we were told to stop contacting people. How about just allowing us to be police officers and enforce the laws! The completed misdemeanor policy which written by someone who never spent any time actually "doing" police work. Catering to the homeless and

allowing them to do as they please. Catering to drug users by allowing marijuana everywhere. Wanting a safe injection site rather than a new North Precinct. Having a city attorney that refuses to file charges suspects, but want to go after the officers. The examples and policies that are being created are showing the younger generation that they can do as they please with no consequences. Thus, making a parents job more difficult and outs more dangerous.

8 Get rid of DOJ already! Get rid of the city council and find some qualified people. Fix the use of force policy, handcuffs are made of metal and they are going to hurt! Support the officers and you may find that they will enjoy working for you. Treat them as though they are important to the safety of this city, after all someone's life may be in their hands one day. Let the Chief of police run the department, not DOJ and not the Mayor. Listen to the officers and their suggestions/concerns when making decisions that affect the department. I promise you, patrol feels it the most! Stop leasing cars through Charles street and just buy take home cars for patrol, it's cheaper in the long run.

9. Yes, after we were issued crowd control equipment. Prior to that, no.

10 Yes, there are opportunities there, but good luck getting a spot in a detective unit or moving out of a precinct. People ending up in detective units never leave. This creates a bigger problem when it comes to officer safety, especially since we have to go to training with them. I can't tell you how many times a detective pointed a loaded gun at me or other officers over the years because their tactics suck. Limit the time they can spend in follow-up units, then send them back to the street. I shouldn't need to go to street skills and do building search or hand cuffing every years when I do it every day.

11 Yes, but 4 ½ years without a contract is excessive for the largest department in the state, which is apparently a "Model for reform".

12 Yes, in the past, but again, the department has created an environment where officers file complaints against each other, sometimes anonymous. Supervisors are complaining about other supervisors. The closeness of squad get together has become a thing of the past. You just don't know who you can trust anymore.

13 There is an obvious break down in the chain of command, shown by the actions described in my previous answer. They're continually promoting people that are not qualified to hold the positions they are given. Just because you pass a test doesn't mean your qualified. The chain of command is completely out of touch with the officers, if they weren't, we wouldn't have so many people leaving because they would be interacting with us and supporting us. Having a police department go without a contract for over 4 years really speaks volumes about what the leadership of this city thinks about us as officers. They believe we are expendable, just a number. Unfortunately, that mentality is costing them dearly with large numbers of officers going to other departments and 180 intending on retiring. Other departments are offering a hiring incentive. Seattle should be the first department to offer an "incentive to stay".

SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: Casey Procter
Unit of Assignment: B123T
Position Title: Police Officer

Serial No.: 3463
Hire Date: 8/24/16
Supervisor: Sgt. Steven Berg

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

I accepted a position with the Renton Police
department.

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

It is better for my family. This new job allows me
to be significantly closer to home, with a schedule that
allows me to spend more time with my family. This position
also allows me to have a take home vehicle which helps
out my family financially.

3. Would you like to work for SPD again in the future? If so, in what role?

Possibly, I enjoyed my time here and am not leaving
because I dislike the department. If I did come back, being
a field training officer still interests me. The Harbor unit
has always seemed to interest me as well.

4. What did you enjoy most about working at SPD and/or your position?

The people! The calls! I enjoyed being in my squad
and being surrounded by great people. I enjoyed the diverse
calls that this department had. I liked my supervisors.

5. What did you enjoy least about working at SPD and/or your position?

The commute / schedule.

6. What factors had a positive effect on morale in the department?

The people I worked with always made it enjoyable
to come to work.

7. What factors had a negative effect on morale in the department?

Not having a contract for over three years.
Also, having city council members who were not
supportive of law enforcement.

8. What suggestions do you have for improving the job and/or department for others?

Possibly changing start times and/or schedule for patrol.
Maybe explore a 4/10 schedule.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Yes, I was always encouraged to attend any training. I thought
it was great the department allowed people to do "30 days"
with other units.

11. Do you consider the salary you received to be competitive?

yes, however, with not having a contract
for as long as we have, other departments have
begun to surpass us.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?
If not, please explain.

Yes, my peers were great to get along with
and the supervisors were very approachable and
great to work with as well.

13. Is there anything else you would like to add?

I am very thankful for this department giving me
an opportunity. I enjoyed my time here and will miss
this department.



4-13-18

Employee Signature / Date



4-13-2018

Interviewer Signature / Date



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: Jason Prosserucci

Serial No.: 8598

Unit of Assignment: Training

Hire Date: Feb 15 2018

Position Title: Internal Officer Student

Supervisor: LT Danielson

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

I'm leaving to care for my family

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

—

3. Would you like to work for SPD again in the future? If so, in what role?

Yes, when my family situation is resolved.

4. What did you enjoy most about working at SPD and/or your position?

It's a great atmosphere and family. I really enjoyed being part of this family. Currently, I'm assigned to training.

5. What did you enjoy least about working at SPD and/or your position?

I've had a great exp thus far. Nothing bad.

6. What factors had a positive effect on morale in the department?

Camraderie, family. Everyone is nice to one another. Enjoy being here.

7. What factors had a negative effect on morale in the department?

None

8. What suggestions do you have for improving the job and/or department for others?

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Yes. Everyone is professional.

11. Do you consider the salary you received to be competitive?

Yes

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

Yes

13. Is there anything else you would like to add?

Nothing at this time

J. R. O. June 6 2018
Employee Signature / Date

Interviewer Signature / Date



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: ROBIN F. ROBERTS
Unit of Assignment: PEO-637
Position Title: PEO

Serial No.: 5441
Hire Date: 01-10-2018
Supervisor: JASON KASUBE

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

TO PURSUE OTHER EMPLOYMENT.

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

LESS HOURS, BETTER PAY

3. Would you like to work for SPD again in the future? If so, in what role?

POSSIBLY - UNKNOWN ROLE

4. What did you enjoy most about working at SPD and/or your position?

I ENJOYED THE WORK OF A PEO AND WORKING W/ CO-WORKERS

5. What did you enjoy least about working at SPD and/or your position?

NUMBER OF HOURS (OT, ETC)

6. What factors had a positive effect on morale in the department?

CAMARADERIE BETWEEN EMPLOYEES

7. What factors had a negative effect on morale in the department?

AMOUNT OF OVERTIME (MANDATORY) -
THE 2 DAY LEAD TIME ON SCHEDULING OT SEEMED TO
HAVE BIGGEST EFFECT ON MORALE (NEGATIVE).

8. What suggestions do you have for improving the job and/or department for others?

SCHEDULE OVERTIME FURTHER OUT/AWAY
FROM ACTUAL WORK DATE.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

YES.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

YES.

11. Do you consider the salary you received to be competitive?

YES.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

YES.

13. Is there anything else you would like to add?

I ENJOYED WORKING AS A PEO, BUT THE OPPORTUNITY
TO WORK AS A RETIRED OFFICER (FLAGGING/SECURITY) APPEARS
TO BE A BETTER FIT.

Ah.D 08-09-2018

Employee Signature / Date

Interviewer Signature / Date

SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: Christopher Snowl Serial No.: 7705
Unit of Assignment: B2SIW Hire Date: _____
Position Title: Police Officer Supervisor: Sgt Ferragamo #6735

We appreciate you taking a few minutes to tell us about your experience here at SPD.
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

Employment with the Port of Seattle P.D.

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

Yes, set schedule for the year. Better shift schedule for my family. Retirement health care.

3. Would you like to work for SPD again in the future? If so, in what role?

Potentially. Police Officer

4. What did you enjoy most about working at SPD and/or your position?

People I worked with, Co-workers

5. What did you enjoy least about working at SPD and/or your position?

Shift schedule

6. What factors had a positive effect on morale in the department?

Coffee

7. What factors had a negative effect on morale in the department?

8. What suggestions do you have for improving the job and/or department for others?

Scanned 3/27/18

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes

10. Do you feel there were sufficient professional development opportunities?

Please explain what you feel is being done right in this area and where there is room for improvement?

Yes, multiple avenues for professional development.
Just need to submit a memo. very easy.

11. Do you consider the salary you received to be competitive?

Yes, very

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

Yes

13. Is there anything else you'd like to add?

CSL 03/23/2018
Employee Signature / Date

Interviewer Signature / Date

SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: CHARLES M. STEWART Serial No.: 6752
Unit of Assignment: B2330 Hire Date: 10-1-2001
Position Title: PATROL Supervisor: SGT. BILL WALTZ

We appreciate you taking a few minutes to tell us about your experience here at SPD.
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

RETIREMENT

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

3. Would you like to work for SPD again in the future? If so, in what role?

4. What did you enjoy most about working at SPD and/or your position?

THE PEOPLE I WORK WITH.

5. What did you enjoy least about working at SPD and/or your position?

LACK OF LEADERSHIP AT THE TOP. FAILURE TO BACK THE RANK & FILE. OPA AND THE CONTINUAL PURSUIT OF OFFICER FOR MINOR VIOLATIONS. (TOTAL BS)

6. What factors had a positive effect on morale in the department?

PAY, DAYS OFF, GOOD EQUIPMENT. SUPERVISOR WHO 'STAND BEHIND' THEIR EMPLOYEES

7. What factors had a negative effect on morale in the department?

OPA!!! THEY NEED TO CONCENTRATE ON MAJOR VIOLATIONS AND LET THE MANAGEMENT TEAM SUPERVISE THEIR RANK & FILE.

8. What suggestions do you have for improving the job and/or department for others?

HAVE OPA HANDLE MAJOR POLICY VIOLATIONS AND STOP HARASSING OFFICERS ON MINOR VIOLATIONS

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement?

There were sufficient professional development opportunities. Need to improve selection process for SGT, LT & CAPT to include more than a test.

11. Do you consider the salary you received to be competitive?

YES. DON'T LIKE THE FACT THE CITY CONTINUOUSLY FAILS TO NEGOTIATE AND SETTLE CONTRACTS ON TIME.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

Yes

13. Is there anything else you'd like to add?

Charles M. Stewart 3-18-18

Employee Signature / Date

Interviewer Signature / Date



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: Jacob Sutton

Serial No.: 8432

Unit of Assignment: Patrol

Hire Date: 6/14/16

Position Title: Police Officer

Supervisor: Sgt D'Ambrosio

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

Accepted a position with Puyallup Police. I will be closer to home with more time off.

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

Yes, I will have better access to follow-up positions and specialties

3. Would you like to work for SPD again in the future? If so, in what role?

No.

4. What did you enjoy most about working at SPD and/or your position?

My co-workers

5. What did you enjoy least about working at SPD and/or your position?

City and Department Leadership. The city is forcing all of their good employees in Patrol out. Lack of support and no contract is forcing officers out.

6. What factors had a positive effect on morale in the department?

Possible contract. Morale otherwise is extremely poor.

7. What factors had a negative effect on morale in the department?

Mayor, City Council, Department leadership, OPA guidelines, contract snub and media.

8. What suggestions do you have for improving the job and/or department for others?

Pay your officers for their loyalty and show some respect for their jobs.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

No. It is nearly impossible to get a rifle, shotgun or heavy plates. Cars don't work, computers don't work or don't have proper equipment.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Yes, training outside of firearms is very good. Could improve ability for officers to be able to get better access to firearm training.

11. Do you consider the salary you received to be competitive?

No. Small departments pay better without the same problems that SPD has with politics.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?

If not, please explain.


Yes

13. Is there anything else you would like to add?

Look at the "real" numbers and realize change and a contract is needed, otherwise SPD will lose too many officers.

Eliminating the Precinct Clerk would improve Patrol Staffing.

Employee Signature / Date

 7/23/18

Interviewer Signature / Date



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: Barclay Tuell
Unit of Assignment: B2426
Position Title: Police Officer

Serial No.: 8417
Hire Date: 03-28-2016
Supervisor: Sgt. Haag

We appreciate you taking a few minutes to tell us about your experience here at SPD.
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

Lateraling to a department closer to home which allows me to spend more quality time w/ family.

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

Yes, see question #1's answer.

3. Would you like to work for SPD again in the future? If so, in what role?

If I was to live in Seattle or closer I would not mind working for the Seattle Police Department.

4. What did you enjoy most about working at SPD and/or your position?

I enjoyed being a police officer, and meeting new people, and helping me.

5. What did you enjoy least about working at SPD and/or your position?

Going to DPA for false allegations.

6. What factors had a positive effect on morale in the department?

Some of the positive officers I got the opportunity to work with.

7. What factors had a negative effect on morale in the department?

• Negative people and ~~OPA~~ fake OPA complaints.

8. What suggestions do you have for improving the job and/or department for others?

• ~~Unbelieve people already~~ Allow police to do police work.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

N/A

11. Do you consider the salary you received to be competitive?


• salary was good.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

N/A

13. Is there anything else you would like to add?

Allow police to be police and trust them to do their jobs because you have already trusted them w/ a gun.

 J. Tuell 7-20-18

Employee Signature / Date

Interviewer Signature / Date



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: Christopher Twiggs
Unit of Assignment: East 3rd watch
Position Title: Police Officer

Serial No.: 8431
Hire Date: May 2, 2016
Supervisor: Sgt. Hadley

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

My main reason for leaving is for family purposes. My wife's family lives in Idaho and we have decided to move near them. My secondary reason is to go to a department/location where the department and community supports their law enforcement rather than constantly attempting to hem them up for non-sense.

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

Yes, it provides a better work schedule for time with family.

3. Would you like to work for SPD again in the future? If so, in what role?

No. I plan to retire in Spokane.

4. What did you enjoy most about working at SPD and/or your position?

My Co-workers. The connections I made with my co-workers is better than any other job I've ever had.

5. What did you enjoy least about working at SPD and/or your position?

Constant, Frivolous OPA complaints / Investigations

6. What factors had a positive effect on morale in the department?

My Co-workers

7. What factors had a negative effect on morale in the department?

OPA / City Council / Rain

8. What suggestions do you have for improving the job and/or department for others?

Pulling back on nonsense complaints and focus on issues that truly matter.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

The amount of training we receive here is no doubt the best in the country.

11. Do you consider the salary you received to be competitive?

Not anymore. There are several agencies making more. It isn't about the money for me though.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

Yes.

13. Is there anything else you would like to add?

I honestly appreciate everything from the department to include the training, experience, and comradery.



Employee Signature / Date

8/13/18

Interviewer Signature / Date

SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Retiring 10/31/18
Scanned 10/08/18

Employee Name: CHARLIE C. VILLAGRACIA
Unit of Assignment: _____
Position Title: POLICE OFFICER / PATROL

Serial No.: #4431
Hire Date: 5/13/80
Supervisor: _____

We appreciate you taking a few minutes to tell us about your experience here at SPD.
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

MEDICAL DISABILITY / L&I INJURY

2(b)

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

(NO)

* MEDICAL ISSUES / LIFE THREATENING *
IF AGGRAVATED

3. Would you like to work for SPD again in the future? If so, in what role?

(NO)

* MEDICAL ISSUES *

4. What did you enjoy most about working at SPD and/or your position?

WORKING FOR THE CITY AND COMMUNITIES WHILE A GANG
DETECTIVE - CHALLENGING POSITION

5. What did you enjoy least about working at SPD and/or your position?

N/A - ENJOYED ALL POSITIONS WORKED

6. What factors had a positive effect on morale in the department?

7. What factors had a negative effect on morale in the department?

-MANPOWER/CONTRACT ISSUES.

8. What suggestions do you have for improving the job and/or department for others?

N/A

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

N/A

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

N/A

11. Do you consider the salary you received to be competitive?

YES.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?
If not, please explain.

YES.

13. Is there anything else you would like to add?

Charles C. Vallegueros
Employee Signature / Date

Interviewer Signature / Date



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Retirement
09/01/18

Employee Name: Todd Wiebke

Serial No.: 6672

Unit of Assignment: _____

Hire Date: 05/25/00

Position Title: Police Officer

Supervisor: _____

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

Retirement

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

N/A

3. Would you like to work for SPD again in the future? If so, in what role?

No, I do not think so.

4. What did you enjoy most about working at SPD and/or your position?

The years 2000-2008.

5. What did you enjoy least about working at SPD and/or your position?

The years 2009-2018

6. What factors had a positive effect on morale in the department?

Morale is currently an issue. I cannot think of a single morale boosting event in the last 5 years.

7. What factors had a negative effect on morale in the department?

I do not wish to discuss the negatives as I do not see anything changing.

8. What suggestions do you have for improving the job and/or department for others?

I do not believe that I have any ideas or suggestions that would be considered.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes.

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Yes, opportunities exist. I would institute a rotation back to patrol every 5 years to create more opportunity and especially continuity with detectives who have not experienced the ever changing world of patrol in many years.

11. Do you consider the salary you received to be competitive?

yes - although a timely negotiated contract every once in awhile would be nice.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?
If not, please explain.

yes. Absolutely.

13. Is there anything else you would like to add?

I loved being a police officer. I wish I could have helped one more person.



Employee Signature / Date

Interviewer Signature / Date

Retired 08/07/18



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: WILLIAMS, ALAN
Unit of Assignment: SOUTHWEST PCT
Position Title: Lieutenant

Serial No.: 5015
Hire Date: 3-3-86
Supervisor: P. DAVIS

We appreciate you taking a few minutes to tell us about your experience here at SPD.
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

Retirement.

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

N/A. Not taking a new job.

3. Would you like to work for SPD again in the future? If so, in what role?

I don't expect to be working any job in the future.

4. What did you enjoy most about working at SPD and/or your position?

Working with many brave, intelligent, and dedicated individuals.

5. What did you enjoy least about working at SPD and/or your position?

Lack of support from city politicians

6. What factors had a positive effect on morale in the department?

The good people on the department.

7. What factors had a negative effect on morale in the department?

The few poor leaders

8. What suggestions do you have for improving the job and/or department for others?

Be fair and just in dealing with the officers

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

Yes

11. Do you consider the salary you received to be competitive?

Yes

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

Yes

13. Is there anything else you would like to add?

I feel fortunate to have worked for SPD.

Alan Williams

Employee Signature / Date

Interviewer Signature / Date

SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: CURT E. WILSON Serial No.: 4505
Unit of Assignment: FIREARMS TRAINING Hire Date: 10. 1980
Position Title: OFFICER Supervisor: Sgt. P. VERHAAR

We appreciate you taking a few minutes to tell us about your experience here at SPD.
Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

RETIREMENT FOR SERVICE

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

N/A

3. Would you like to work for SPD again in the future? If so, in what role?

UNSURE

4. What did you enjoy most about working at SPD and/or your position?

THE GREAT OPPORTUNITIES FOR VARIOUS JOBS & ASSIGNMENTS

5. What did you enjoy least about working at SPD and/or your position?

THE POLITICAL FIGHTS

6. What factors had a positive effect on morale in the department?

HAVING A GOOD SUPERVISOR

7. What factors had a negative effect on morale in the department?

THE POLITICAL FIGHTS

8. What suggestions do you have for improving the job and/or department for others?

PICK GOOD SUPERVISORS AND DON'T PUSH THEM INTO A CONFRONTATIONAL REPORTING ROLE ON EVERY SMALL LITTLE THING.

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

YES

10. Do you feel there were sufficient professional development opportunities?

Please explain what you feel is being done right in this area and where there is room for improvement?

I HAD GOOD SUPPORT FROM MY IMMEDIATE SUPERVISOR
IN OBTAINING THE NECESSARY TRAINING OUTSIDE SPD
TO PERFORM MY JOB REQUIREMENTS.

11. Do you consider the salary you received to be competitive?

YES

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

YES

13. Is there anything else you'd like to add?

Christ E. With 6-28-18

Employee Signature / Date

Interviewer Signature / Date



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Employee Name: William J. With
Unit of Assignment: TRAFFIC-AM/PM/DUI
Position Title: POLICE OFFICER

Serial No.: 6049
Hire Date: 12/2/94
Supervisor: Sgt. BRIAN MILES

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

RETIREMENT

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

N/A

3. Would you like to work for SPD again in the future? If so, in what role?

YES, ONLY IN A CIVILIAN CAPACITY

4. What did you enjoy most about working at SPD and/or your position?

I HAD THE OPPORTUNITY TO WORK ALONG SIDE SOME
THE MOST OUTSTANDING INDIVIDUALS IN OUR SOCIETY.
I ALSO FELT I MADE MANY POSITIVE ALLIANCE WITH
OUR COMMUNITY.

5. What did you enjoy least about working at SPD and/or your position?

... Internally generated complaints, VETTING AND
SCOUTING, CITY COUNCIL, IFELC, NEVER SUPPORTED
THE S.P.D.

6. What factors had a positive effect on morale in the department?

- CAMARADERIE
- COMMUNITY SUPPORT

7. What factors had a negative effect on morale in the department?

see #5

8. What suggestions do you have for improving the job and/or department for others?

THE SPD NEEDS TO DO A BETTER JOB PROMOTING ITSELF.

EXAMPLE: ... MORE Dialogue Between WHITE MALE "PATROL" OFFICERS AND BLACK MEN/MALE YOUTH,

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

NO. MY LAST ASSIGNMENT WAS COMMERCIAL VEHICLE ENFORCEMENT... (6+ YEAR PILOT PROJECT



10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

EMPLOYEE RECOGNITION HAS IMPROVED

11. Do you consider the salary you received to be competitive?

YES.

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors? If not, please explain.

YES.

13. Is there anything else you would like to add?

NO.

Employee Signature / Date

Interviewer Signature / Date



SEATTLE POLICE DEPARTMENT

Human Resources Bureau

Exit Interview Form

Resigned 01/28/19

Employee Name: Jolene Yazzie
Unit of Assignment: _____
Position Title: Student-Officer

Serial No.: 8603
Hire Date: 02/15/2018
Supervisor: _____

We appreciate you taking a few minutes to tell us about your experience here at SPD.

Please use additional sheets if needed for your answers.

1. What is your reason for leaving?

I feel that ~~that~~ being a police officer is
not a fit for me.

2. If accepting a new job, do you feel that this job is a better opportunity? If so, how?

N/A

3. Would you like to work for SPD again in the future? If so, in what role?

Possibly, a civilian role.
I am moving back to Arizona/New Mexico
to be with family.

4. What did you enjoy most about working at SPD and/or your position?

The support I received from command staff.
Attending the academy/Post BLEA was enjoyable.

5. What did you enjoy least about working at SPD and/or your position?

6. What factors had a positive effect on morale in the department?

The command staff and Sgts/LTs at precinct were very
supportive and welcoming.

7. What factors had a negative effect on morale in the department?

8. What suggestions do you have for improving the job and/or department for others?

9. Did you have the necessary equipment to successfully complete your job? If not, please explain?

Yes,

10. Do you feel there were sufficient professional development opportunities? Please explain what you feel is being done right in this area and where there is room for improvement.

11. Do you consider the salary you received to be competitive?

Yes

12. Did you have sufficient opportunity to develop relationships with your peers and supervisors?
If not, please explain.

Yes. I made friendships with my academy class that I hope will continue into the future,

13. Is there anything else you would like to add?

~~As a student officer for me personally I would~~
The FTO that were assigned to me were great.
Each one was patient, supportive, and very knowledgeable
~~Each one was~~


Employee Signature / Date

01/28/2019

Interviewer Signature / Date